

City of Brooks Fire Department

Hiring Criteria

General Requirements:

- Applicants shall live within a five (5) kilometer radius of the City limits. (Preference will be given to those who live and work within the City.)
- A Departmental Consent Form signed by the Employer, stipulating the availability of the applicant for calls shall accompany all applications to the Fire Department.
- A photo copy of a valid Driver's License + Drivers Abstract is required to be attached to the Fire Department Application.
- Beards and/or facial hair that will interfere with the requirements of wearing of Breathing Apparatus shall not be permitted.
- A Police Security/Criminal Records Check may be requested.
- A Doctor's Examination may be requested.
- All successful Applicants are required to commit to "On Call Weekend Standby."
- All Applicants are required to be a Canadian Citizen or have Landed Immigrant Status or have a Work Visa with at least a two year remaining work period.

Recruitment Process

If Applicants meet the specified criteria, they may be invited to participate in the following recruitment process conducted by the City of Brooks Fire Department Hiring Committee when a position(s) are available.

1. **Aptitude Testing**
 - A written aptitude test to determine the candidate's mechanical, deductive reasoning and problem solving abilities shall be given.
2. **Fitness Testing**
 - A fitness test shall be given to determine the candidate's physical abilities consisting of :
 - Hauling a 15 meter length of 65mm Fire Hose to the top of a tower, while dressed in full turnout gear.
 - Climbing a ladder to a height of 15 meters, while dressed in full turnout gear.
 - At a fast pace cover a distance of 1/8th. mile, while wearing full turnout gear and S.C.B.A.
 - Demonstrate the ability to drag a 100 lb. weight for 15 meters, while wearing full turnout gear and S.C.B.A.

The Applicant shall advise the Hiring Committee of any Health Conditions that may preclude him/her from completing the above prior to starting the Fitness Test.

3. **Interview**

- An interview will be conducted to determine the candidate's following abilities:
 - Communication skills.
 - Interpersonal skills.
 - Membership suitability.

All tests administered are standardized and shall be consistent for all Applicants.

Scoring Process

The following percentage values shall be awarded for each category as follows:

➤ Aptitude Test	32%
➤ Fitness Test	32%
➤ Interview	<u>36%</u>
➤ Total	100%

All of the results of the candidate's testing will be provided to the Fire Chief and/or Assistant Fire Chief along with the Hiring Committee's recommendations for Membership.

Unsuccessful candidates will be informed of the Departments decision. Applications will be kept on file for a period of six (6) months. After that time applicants will be required to reapply.

Successful candidates will be brought onto the Department as a "*Probationary Volunteer Fire Fighters*" for a period of six (6) months. At any time during his/her probationary period a member may be asked to leave the Department without reasons given should the Fire Chief and/or Assistant Fire Chief feel it is in the Departments best interest. After the probation period is over the performance of the probationary Fire Fighter shall be reviewed by the Fire Chief and/or Assistant Fire Chief. During this review a further probationary period may be stipulated or acceptance as a "*Volunteer Fire Fighter*" be granted.